

**Item:** \_\_\_\_\_  
**Fiscal Impact:** \_\_\_\_\_ N/A  
**Funding Source:** \_\_\_\_\_ N/A  
**Account #:** \_\_\_\_\_ N/A  
**Budget Opening Required:** ☐

**ISSUE:**

An ordinance enacting Title 26, Chapters 1 through 4 of the West Valley City Municipal Code in order to establish unlawful discriminatory employment and housing practices based on sexual orientation or gender identity.

**SYNOPSIS:**

This ordinance establishes unlawful practices in regard to employment and housing discrimination based on sexual orientation or gender identity. The ordinance also creates a process for the conciliation between the parties involved in a discriminatory practice and an enforcement mechanism if necessary. It also establishes penalties for violation of the ordinance.

**BACKGROUND:**

West Valley City is a diverse community which is made up of a wide variety of groups, communities and individuals. The Utah Antidiscrimination Act addresses discrimination based on race; color; religion; sex; pregnancy, childbirth, or pregnancy-related conditions; national origin; age and disability, but does not address discrimination based on sexual orientation or gender identity. This ordinance, which is based on an ordinance recently enacted by Salt Lake City, addresses that sexual orientation and gender identity gap in the discrimination laws with respect to housing and employment.

**RECOMMENDATION:**

City staff recommends approval of this ordinance.